

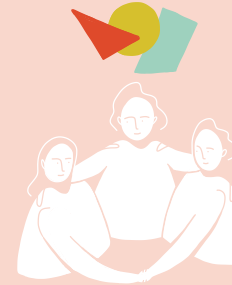
Code of ethics

A CODE OF ETHICS FOR BI-CULTURAL WORKERS

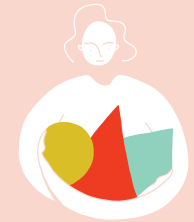
This code of ethics has been developed in collaboration with bi-cultural workers and their employers in an effort to further professionalise the bi-cultural worker role.

Bi-cultural workers manage complex relationships and responsibilities between the communities to which they belong and the organisations that employ them. Competing interests, priorities and different world views can result in ethical dilemmas and complex decision making for bi-cultural workers.

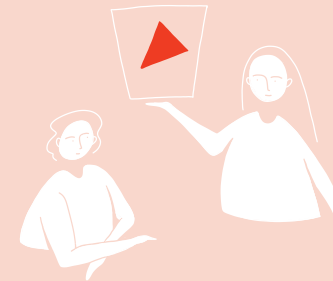
Bi-cultural workers have four fundamental responsibilities:



To build and maintain trusted relationships with their communities



To facilitate community led practice



To facilitate engagement and mutual understanding between employing agencies and the community



To identify and advocate for their communities' diverse interests, needs, strengths and challenges

BI-CULTURAL WORK AND THEIR PRACTICE

Bi-cultural workers are responsible for their own practice; ensuring they are competent and engaged in professional development and learning.

Be clear with your employer about your capacity to do the work including your linguistic abilities, prior to accepting work.

Only accept tasks you feel professionally or culturally qualified for.

If you feel unable to provide professional service, decline and refer appropriately.

Inform your employer of time and resources needed to prepare adequately.

Only perform duties agreed upon for your role and that you are qualified for. For example, refrain from giving advice on specialised topics such as medicine/law/immigration/tax.

Undertake professional development to maintain and develop your skills.

Seek supervision or mentoring support to maintain competency and develop/deepen practice.

BI-CULTURAL WORK AND THE PROFESSION

Bi-cultural workers play an important role in setting acceptable employment and professional standards for bi-cultural work.

This includes maintaining safe, equitable social and economic working conditions.

Challenge volunteerism and encourage services to remunerate bi-cultural workers.

Negotiate your fees, including minimum hours, cancellation procedure, paid preparation and travel time before providing a service.

Acknowledge sector norms when establishing fees for services; avoid under or over charging.

Set boundaries with employers and community groups around working hours and conditions.

Ensure your position description clearly outlines your roles and responsibilities; Bi-cultural workers are NOT Interpreters or Translators.

Contribute to the development of the profession through engagement in research and education; share practice experience and provide feedback on challenges or barriers for the advancement of the profession.

Promote cultural safety at employing agency.

Challenge racism and discrimination.

BI-CULTURAL WORK AND THE COMMUNITY

Bi-cultural workers primary professional responsibility is to the community with whom they work. They do not discriminate against or privilege certain groups or individuals based on ethnicity, tribal affiliation, gender, age, disability, sexual orientation, religion, personal beliefs and practices, social status or any other factor. They respect the human rights, values, customs and spiritual beliefs of every individual.



Bi-cultural workers advocate on behalf of their community for their interests and needs to be met, for equity and social justice.

Be transparent with your community about your capacity and your objectives

Respect an individual's right to self-determination, the autonomy and dignity of the people with whom you work

Support community voices to be heard rather than speaking on behalf of them

Take an intersectional approach; recognise and respect diversity within your own community

Recognise the strength of individuals and the community

Feedback community perspectives and priorities accurately; even if they are different to your own

Practice self-reflection; acknowledge your own cultural bias, religious perspective and world views; recognise the role these play in informing your opinions and priorities

Be mindful of your position of power and influence - do not sway community opinion or influence community for personal/ professional gain

Adapt your practice to suit the needs of your community; use appropriate language, modalities and cultural practices

Provide accurate information in a culturally appropriate manner

Establish and maintain professional boundaries - review and reflect on boundaries in collaboration with your manager

Maintain confidentiality; protect the names, stories, personal details and identifying characteristics of the people you work with

Do not seek personal information unnecessarily and respect every individuals' right to privacy.

Discuss ethical concerns / safety issues with your employer

